

Showcase of School Exemplars Using NursingCAS

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Current Climate

- University of Minnesota

- Minnesota's flagship, public, land grant university established in 1851 in the Twin Cities (Minneapolis and St. Paul). The School of Nursing, established in 1909, serves over 900 students and offers pre-licensure, graduate, and doctoral degrees.

- The College of St. Scholastica

- The College of St. Scholastica was founded in 1912 by a group of pioneering Benedictine Sisters in Duluth, MN; the education of professional nurses at the college began in the 1930's. Today, CSS has several sites across MN and AZ and is one of the largest nursing programs in MN offering undergraduate and graduate program both online and on-campus.



Background

Degree Programs

Bachelor of Science in Nursing
Master of Nursing (Pre-licensure
program)

Doctor of Nursing Practice (Post-
Baccalaureate option with 13
specialties and Post-Master's option)
PhD

Certificates

Leadership in Health Information
Technology for Health Professionals
Health Care Design and Innovation
Post-Graduate



UNIVERSITY OF MINNESOTA

School of Nursing

Driven to DiscoverSM



Background

University of Minnesota

Began using NursingCAS in 2013

- Two programs: DNP and PhD
- Supplemental School of Nursing “in-house” application system in tandem with NursingCAS

Transitioning to NursingCAS 3.0 for Fall 2016 Application Cycle

- Three programs: DNP, PhD, and Master of Nursing
- Complete elimination of School of Nursing “in-house” application



Background

University of Minnesota

Key players in NursingCAS and Admissions

- Admissions Coordinators and Director
- Data Manager
- Associate Dean for Academic Programs
- Faculty: Program Directors, Specialty Coordinators, Reviewers

Background

Degree Programs

Traditional Bachelor of Science in Nursing

100% Online RN to BS

Post-Baccalaureate Nursing

Doctor of Nursing Practice (Post-Baccalaureate option with 3 specialties and Post-Master's option)

Post-Master's DNP

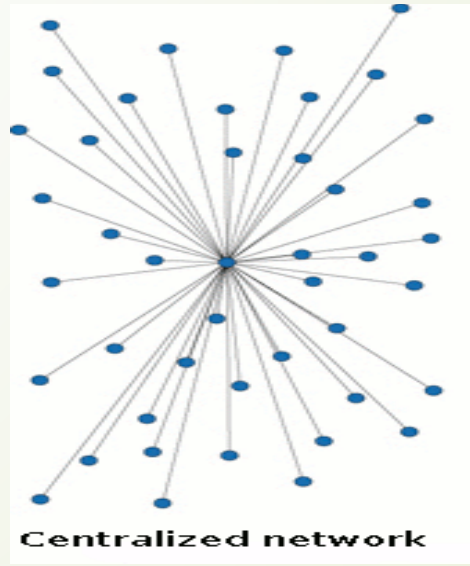
Graduate Certificates

Nursing Informatics



The College of
St. Scholastica

Background




Nursing CAS

The Centralized Application Service for Nursing Programs



Background





Expanding the applicant pool

University of Minnesota

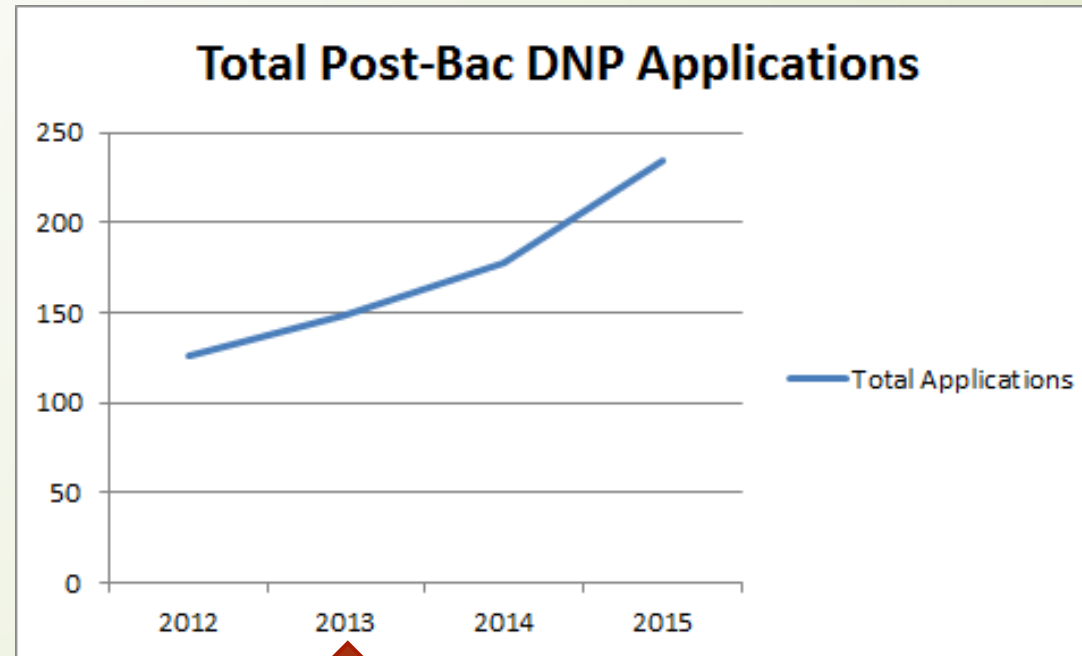
DNP program is hybrid program that only requires applicants to come to campus a couple of times each semester. Ability to indicate that it is a hybrid program makes us visible and attractive to applicants searching for these types of programs, regardless of location.

- Ex: CRNA specialty had 30 applicants for Fall 2014, and 69 for Fall 2015

Applicants can also find us by state (Minnesota), specific graduate level track or degree type.

Expanding the applicant pool

University of Minnesota



NursingCAS

Expanding the applicant pool



Expanding the applicant pool

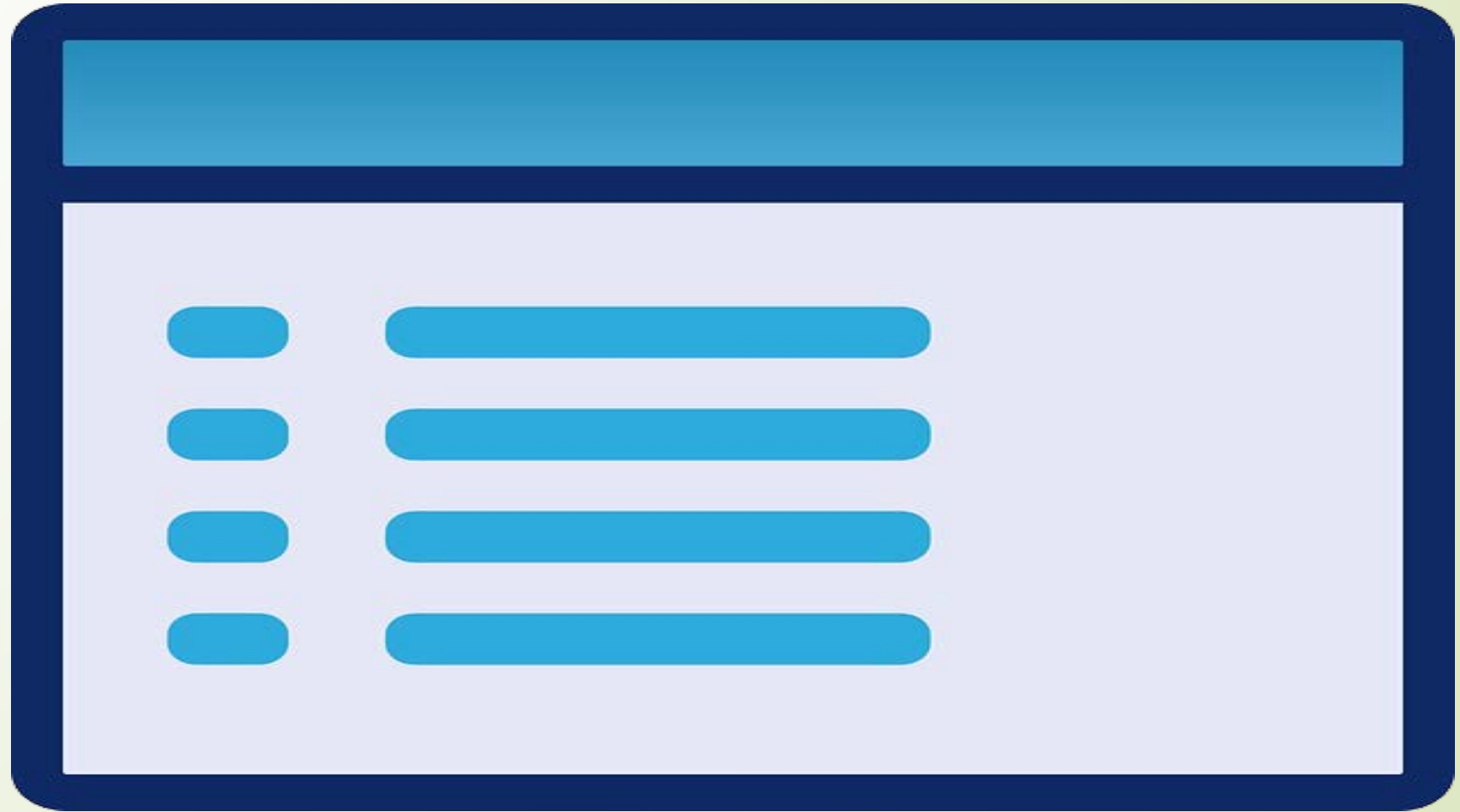


- At The College of St. Scholastica (Nursing applications only):
 - 315 applicants x 3.5 transcripts average = 1,102 transcripts
 - 315 applicants x 3 recommendations = 945 letters/forms
- Online review v. proprietary review process / “how we’ve always done it”

*** I saved a 1.0 FTE processor/admin. from the adoption of CAS systems in our centralized admissions department.**



Processing



Processing

University of Minnesota

Set up of Local Status structure crucial for effective applicant management
Local Status dictionary kept up-to-date and available centrally (Intranet)

Designations by Local Status

0	None
0	Missing Supplemental
0	Missing GRE
0	Missing AY
0	Missing Other Materials
0	Incomplete File Reminder Sent
0	Complete by Priority Deadline
0	Complete by Priority Deadline (Low GRE)
0	Complete by Priority Deadline (Low GPA)
0	Complete by Priority Deadline (Low GPA & GRE)
0	Ready to Review
0	Complete (Low GRE)
0	Complete (Low GPA)
0	Complete (Low GPA & GRE)
0	Deny - No Interview
0	Interview Extended
0	Interview Complete
0	Offer Admit
0	Offer Waitlist
0	Incomplete Application - Administrative Withdraw
0	Offer Accepted
0	Offer Declined
0	Defer Requested
0	Defer Approved
0	Defer Denied
0	Deny
0	Offer Rescinded
0	Deny - Complete after Priority Deadline
0	Accept 3-Year
0	Accept 4-Year
0	Withdraw Application
0	Matriculate Drop
0	Ineligible
0	Admit 4-Year
0	Admit 3-Year
0	Ready to Review - Low GRE
0	Total



Processing

University of Minnesota

Numbers, Data, Accountability, Oh My!

Examples of Reports prepared throughout cycle:

- Application Summary Report
- Summary of Interviewed Applicants for Final Review
- US News and World Report Data
- Comparative Reports
- Offers Accepted



Online Review

University of Minnesota

General Process

1. Each applicant is reviewed for completeness by Admissions Coordinator
2. Once applicant is ready for review, assigned (individually or in batches) by Admissions Coordinator to Faculty
3. Faculty are provided deadline for review, complete assignment online
4. Report summary of applicant pool with review scores included provided to Specialty Coordinators for decision on who to interview
 - a. Report run in WebAdMIT by Data Manager
 - b. Includes average scores for multiple reviewers
 - c. Includes relevant applicant information (previous degrees, GPAs, etc.)



Online Review

University of Minnesota

General Process

5. Interviews conducted
6. Faculty complete interview review online
7. Report summary of interviewed pool with review scores included provided to Graduate Admissions and Progression Committee for final admission decision-making
8. Offers extended

Throughout process, applicant local status updated by Admissions Coordinator

Online Review

University of Minnesota

Example:

Completed
Assignment for
Initial Applicant
Review

Update assignment

Academic Record (1-5 pts):	4	Low undergraduate GPA, but shows progressive improvement
Profile Essay (1-5 pts):	4.5	Diverse cultural experiences as well as nursing experience. Worked abroad.
Resume/Background (1-5 pts):	4	Volunteer
References (1-5 pts):	5	Express maturity, focus, and dedication
Reference #1 (indicate relative/friend/faculty /supervisor/peer/other):		Faculty: all 5's
Reference #2 (indicate relative/friend/faculty /supervisor/peer/other):		Supervisor: Indicated Strong work ethic
Reference #3 (indicate relative/friend/faculty /supervisor/peer/other):		Supervisor: Mostly 5's, takes on challenges
Overall Potential (1-5 pts):	4.5	Has primary care experience

Total Score: 22

Overall Comments: Shows growth and experience. Good candidate.

Overall Remark: Recommend for Interview

Complete assignment **Save without Completing**

Online Review

University of Minnesota

Example:

Completed
Interview
Review

The screenshot shows a web browser window titled "Update interview". The form contains several rating fields, each with a small input box and a larger text area for comments:

- Employment Experience (1-5 pts): [] []
- Leadership Experience (1-5 pts): [] []
- Specialty Training (1-5 pts): [] []
- Diversity Experience (1-5 pts): [] []
- Fit for Specialty (1-5 pts): [] []
- Overall Impression of Readiness for DNP Study: [] []
- Quality of Impromptu Essay (1-5 pts): [] []

Below these fields, there is a "Total Score:" label, an "Overall Comments:" label with a large text area, and an "Overall Remark:" label with a dropdown menu. The dropdown menu is currently set to "Admission Recommendation - Please indicate one of the following". At the bottom of the form, there are two buttons: "Complete interview" and "Save without Completing".



Online Review

University of Minnesota

Benefits

- Staff able to assign applicants to faculty members from anywhere, at any time, and according to Specialty Coordinator preferences; staff able to access applicant data in meetings or when working from home
- Faculty able to review and score applicants from anywhere, at anytime
- Admissions Coordinators control faculty access
- Specialties have unique review timelines and processes. Reporting and the use of the Local Status allow Admissions Coordinators to know exactly where the review process is for each program



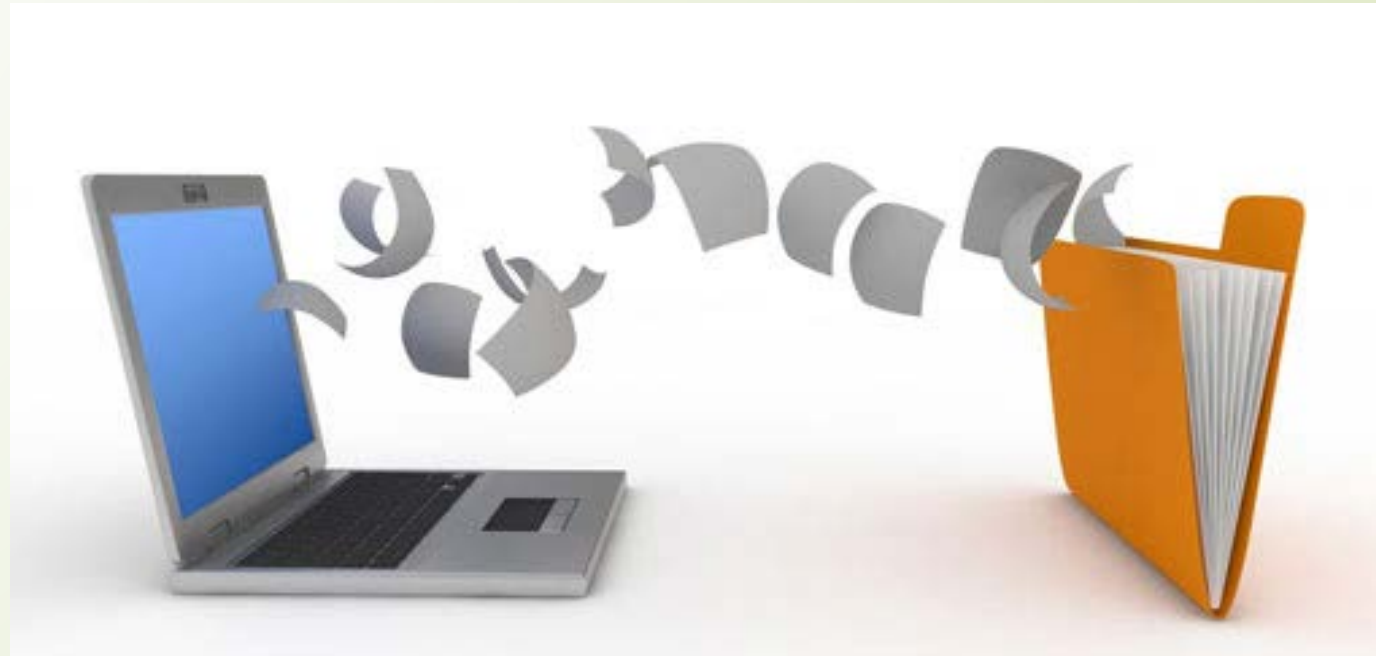
Online Review

University of Minnesota

Tips for Being Proactive

- Training!
 - Individual staff and faculty training and support
 - Annual refresher for reviewers
 - Support resources created by staff and provided in central location (Intranet)
- Information Overload
 - Important to scale access
 - Provide summary reports of crucial data points

Going Paperless



Going Paperless

University of Minnesota

- ❑ Email function in NursingCAS to contact In-Progress applicants about upcoming events and opportunities as well as approaching deadlines
- ❑ During application cycle, Admissions Coordinator can touch base with all applicants regarding status of their application
 - ❑ Can pull in fields from record to note missing pieces or fill-in information



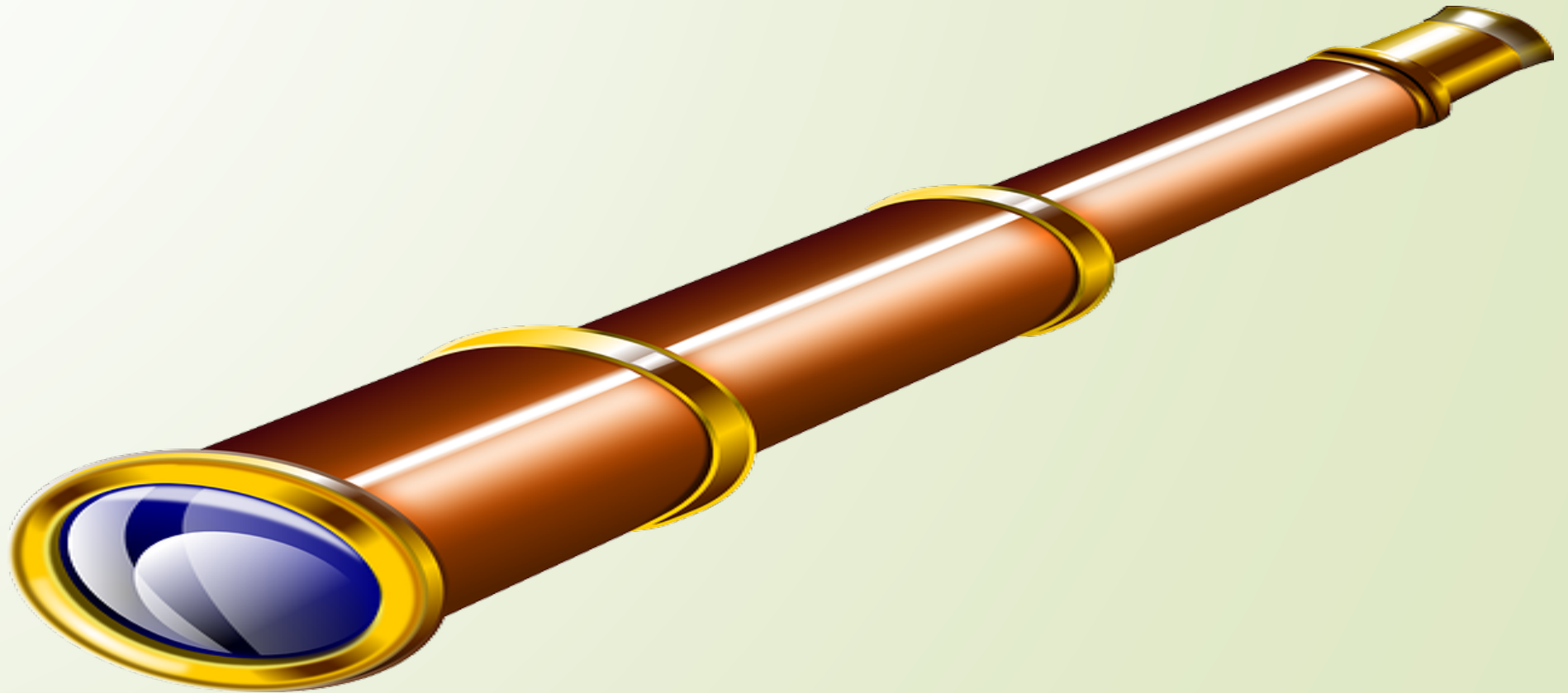
Applicant Experience

**How
you present
yourself,
is how people
first view you.
What are you
showcasing?**

MAMA ZARA



Looking Ahead: What's Next?





Looking Ahead: What's Next?

University of Minnesota

Launch of DNP Application (13 Post-Baccalaureate specialty options and 1 Post-Masters option) on NursingCAS 3.0 on June 1

Collecting additional/targeted applicant information

- Program (Specialty) - specific questions
 - Require information used in reporting to HRSA, accrediting agencies, grants, etc.
 - Better data collection to influence recruitment planning and reviewer decision-making
- Program (Specialty) - specific document upload requirements
 - Ex: for Post Master's option: required to identify potential topic for Scholarly Project



Looking Ahead: What's Next?

University of Minnesota

Personalization

- Instructions provided
- Picture and logo for each program

Moving Master of Nursing to NursingCAS this summer. Will be first experience using pre-requisite functionality!

Opening PhD application on NursingCAS this summer.

Looking Ahead: What's Next?

Adding 100% online RN to BS to NursingCAS by Fall 2015

Currently ~600 applicants/year, looking to add ~50 with NursingCAS

Secondary application option – marketing tool



Questions?

